Leadership Development Opportunities: From Bedside to the Boardroom

Disclosure Information
• I have nothing to disclose

Objectives
• The learner will be able to describe a full range of leadership styles and skills.
• Compare and contrast leadership development opportunities.
• Evaluate the development of individual leadership development action plan
Full Range Leadership

- Transformational
- Transactional
- Contingent reward
- Management by exception—Active
- Management by exception—Passive
- Laissez-Fair

Manager (Boss) versus Leader
photo credit www.yukbisnis.com

Transformational Leadership Style

- Idealized influence—when the leader is a role model, charismatic, admired, and trusted; persistent in pursuing goals and upholding values
- Inspirational motivation—strong vision for the future based on values and ideals; provides meaning in what needs to be accomplished; challenges others to higher achievement
- Intellectual stimulation—ability to encourage others to think critically, rationally, or creatively and to challenge organizational norms
- Individualized consideration—takes into account unique needs, abilities, and aspirations of followers; coaches and mentors on individual bases; rewards and recognizes
Transformational Leadership Outcomes

- Increases perception of leader effectiveness, follower satisfaction, extra role performance (Hater & Bass, 1988; Chatman, 2004; Andrews et al., 2012)
- Support for follower innovation (Howell & Avolio, 1993)
- Positive influence on follower development and performance (Dvir, Avolio, & Shamir, 2002)
- Positive effects for leader motivation of follower goal setting and achievement (Bono & Judge, 2003)

Nurses Leading from Bedside to Boardroom

The Nursing Continuum

(not a comprehensive list)
Leadership Development Opportunities

- Join a professional organization
- Participate in committees
- Find a mentor
- Apply for a promotion
- Write an Op Ed
- Do research
- Go to Washington DC or meet with your local Congressperson
- Start a business
- Join a Board of Directors
- Run for office

Campaign for Action

“I believe the future of nursing is the future of health and that future is now. This is the golden age of nursing.”
—DONNA SHALALA, PHD
Chair, Committee on the RWJF Initiative of the Future of Nursing

Campaign for Action Key Issues

- Improving health equity
- Building healthier communities
- Increasing diversity in nursing
- Improving access to care
- Promoting nursing leadership
- Transforming nursing education
- Collecting workforce data
- Fostering interprofessional collaboration
Nurses in the Community

A recent study in the journal Policy, Politics, & Nursing Practice suggests that 80 percent of 315 nurses surveyed are helping to improve their community’s health beyond the traditional health care setting.

Our Superpower of Invisibility

- The Woodhull Study (1997) on Nursing and the Media: Health Care’s Invisible Partner
- 4% of quotes in newspapers
- 1% in weekly and industry publication
- Nurses were most invisible in stories about policy, the business of health care, and research (Woodhull Updated Study, 2017)
- Percent increase from 4% to 13%
- Some nurses are not identified as nurses

Advocacy

- Nurse as the patient advocate
- Nurse as a professional advocate
- Nurse as the healthcare system advocate
- Nurse as a public advocate
Create A Leadership Development Action Plan

- Identify your passion and purpose
  - To be the president of APSNA
- Reach out to others doing the work for information and mentorship
  - Email the APSNA president to introduce yourself and ask for a meeting
  - Find out if this is really what you want to do
    - Time commitments
    - Workload
    - Interest
- Create goals and objectives for achievement
  - Join APSNA Committees and volunteer for work in 2022
  - Run for office within APSNA i.e. Secretary 2023-2025
  - Evaluate your goals...and recalibrate and discuss with mentors when needed

References


